

MAINSTREAMING DISABILITY



A practical tool for foundations to
mainstream disability into their work

CONTENTS

| | |
|---|----|
| Foreword | 1 |
| Introduction | 2 |
| Framing the issues | 4 |
| What is disability? | |
| Understanding mainstreaming | |
| The mainstreaming cycle | |
| How the Consortium's foundations mainstream disability into their organisations | 10 |
| Essl Foundation | |
| Fondation de France | |
| Fondazione Banca del Monte di Lucca | |
| Fundação Calouste Gulbenkian | |
| Fundación ONCE | |
| Sabancı Foundation | |
| The Atlantic Philanthropies | |
| Conclusions | 28 |

Members of the EFC European Consortium of Foundations on Human Rights and Disability



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The
ATLANTIC
Philanthropies



FOREWORD

The European Foundation Centre's (EFC) European Consortium of Foundations on Human Rights and Disability (hereafter referred to as the Consortium) was launched in April 2009 to ensure a distinctive contribution from the foundation sector in promoting the ratification and implementation of the UN Convention on the Rights of Persons with Disabilities. The Consortium serves as a hub for knowledge exchange among EFC members working on disability issues.

This publication, focused on what foundations should be doing in order to implement affirmative policies that actively foster the rights of persons with disabilities, underlines the level of EFC commitment to the necessary, even overdue, efforts towards the mainstreaming of disabilities within foundations' work.

There is a spectrum of responses that foundations can take, from being more aware and sensitive to the needs of persons with disabilities and how these might be factored into work supported by a foundation, to having an explicit focus on disability. By highlighting examples and best practice from different foundations in Europe, we also aim to make the point that partnering and peer learning are excellent ways to spark new ideas. Especially in these times of economic constraints, our sector needs to collaborate more closely than ever before, and to look for creative and alternative avenues to addressing social issues, such as social innovation and entrepreneurship.

We hope all EFC members, regardless of their field of activity, will welcome this contribution which we see as an important first step in raising awareness about disability issues, and which we hope will be just one part of a long-term process of development and change.

Miguel Ángel Cabra de Luna

Co-Chair

European Consortium of Foundations on Human Rights and Disability

Director for Social Relations, International Affairs and Strategic Planning
Fundación ONCE



INTRODUCTION

What do we mean by mainstreaming disability? It sounds like a complicated concept, but it actually isn't. Mainstreaming is an on-going process of including disability into all our work. It is about building disability into existing processes, not about adding separate disability activities. It can be as simple as making sure a website is accessible based on international and national standards!

In these pages, you will find practical examples of how different foundations have been mainstreaming disability in their work. At the Sabancı Foundation, our approach has been to support persons with disabilities on exercising their rights and to promote their full inclusion and active participation as equal members of their communities. To pursue this aim, we support disabled people's organisations, as well as a range of other civil society organisations, depending on the context of the project. This has ranged from supporting the formation of a disability platform to the establishment of a Down Café, to promoting the rights of disabled women to supporting advocacy mechanisms. We mainstream disability in all aspects of our work. All of our programmes embrace persons with disabilities as major actors and contributors of the projects that we support. Even little things like using business cards written in Braille can make a big difference.

We are committed to tackling exclusion faced by persons with disabilities. However, there are challenges. In order to achieve sustainable results, it is essential for the whole organisation to engage with this issue.

This publication is a practical tool that aims to provide insights for foundations that are embarking on mainstreaming efforts. What are the different methods that foundations can make use of? The Consortium is well aware that each organisation has its own internal dynamics that are challenging to change. We therefore suggest that your foundation use this publication as an inspiration to guide you through the long but hopeful path of achieving a world free of discrimination.

Hanife's story was told to us by a civil society organisation that promotes the rights of women with disabilities in Turkey. This organisation aims to reach disabled women who are kept behind closed doors.

"Hanife was a woman with visual impairment living in a village in the Eastern Black Sea. Hanife developed cancer of the uterus. Her family always protected her in the village; they took good care of her, but never sent her to school. Because of her disease, she felt the change in her body but since it was in the genital area, she shared it with no one. When the pain grew extreme, her family noticed as well, but when they took Hanife to the doctor, they learned that the cancer had spread too far."

Unfortunately, Hanife's story sits among millions of other examples of the suffering and discrimination faced by persons with disabilities. In many countries, persons with multiple disabilities are often kept confined, either in their home or in an institution. This means that they are denied their rights to liberty and freedom of movement. Persons with disabilities are excluded from education and employment in many societies. As a result, they tend to suffer more from poverty. They also face different levels of discrimination. In particular, disabled women and girls may face double discrimination based on both disability and gender.

In 2006, the UN Convention on the Rights of Persons with Disabilities provided an opportunity to raise the visibility of disability around the world. Parties to the Convention are required to promote the full enjoyment of human rights by persons with disabilities. The Convention has served as the major catalyst in the global movement from viewing persons with disabilities as objects of charity towards viewing them as equal members of society. But despite the Convention, disability prevails as a major issue within society and persons with disabilities are largely ignored from a rights-based perspective.

According to the World Health Organization, over one billion people, about 15% of the world's population, have some form of disability. Between 110 million and 190 million people have significant difficulties in functioning. Rates of disability are increasing due to population ageing and increases in chronic health conditions.

Each and every one of us will experience some form of a disability in our lives - be it temporary or permanent. This may be as simple as a broken bone which confines us to a wheelchair or use of crutches for a period of time limiting our access to certain buildings and public services. Or the disability could be more permanent such as dementia or Parkinson's as we get older. No matter who we are, or what community and related issue our foundations choose to focus on - women, children, ageing populations, prisoners, migrants, health, education, the arts, etc. - all of these have as a subset of them people with disabilities. The question is whether we recognise this and what we are doing to include this growing population in our work.

For this reason, the Consortium has decided to launch this publication on mainstreaming disability. Mainstreaming disability is a method to address the barriers that exclude persons with disabilities from full and equal participation and, from our point of view, is the best way to begin tackling these issues across our societies.



Rana Kotan

Director of Programs and International Relations
Sabancı Foundation



FRAMING THE ISSUES: MAINSTREAMING DISABILITY IN THE WORK OF FOUNDATIONS

WHAT IS DISABILITY?

DIFFERENT APPROACHES TO DISABILITY

Disability is part of the human condition. Yet, throughout history, disability has been understood in many different ways. These different models or approaches have consequences for the way in which persons with disabilities are treated in society.

A traditional way to understand disability has been to look at it from a medical perspective. Viewing disability as a health condition creates an excuse to isolate and exclude persons with disabilities, through an emphasis on the deficits and dysfunctionalities of their bodies. Individual attributes are thus seen as the causes of people's inability to participate as equals in society.


Since the 1970s, however, the disability movement and disability researchers have been able to show that physical and social barriers create many disadvantages for persons with disabilities. They have demonstrated that the problem of disability has much more to do with society's failure to take into account human diversity and adequately address the needs of persons with disabilities than it has to do with bodily limitations. This became known as the social model of disability. When disability is viewed from this perspective, society is urged to eliminate the barriers and obstacles that prevent the full and effective participation of persons with disabilities.

The social model is at the root of the rights approach to disability. According to this model, persons with disabilities are understood as citizens, with equal rights to all others. Eliminating all forms of discrimination and ensuring the conditions that enable them to exercise their rights becomes a matter of social justice.

THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES

In 2006, the UN adopted the Convention on the Rights of Persons with Disabilities. The Convention recognises that disability is "an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others."

This rights-based approach to disability sees persons with disabilities as subjects of rights. The focus is on their empowerment, self-determination, participation and equality. Ensuring the full and effective participation of persons with disabilities in



all areas of social life is still a major challenge facing our societies. As important social actors, foundations are also called upon to become more inclusive of persons with disabilities.

UNDERSTANDING MAINSTREAMING

WHAT IS MAINSTREAMING?

According to the Disability Knowledge and Research Programme¹ mainstreaming is “a strategy for making disabled people’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that disabled people benefit equally and inequality is not perpetuated. The ultimate goal is to achieve disability equality.”

This requires that all measures, programmes, services and practices are assessed to determine their impact on the participation of persons with disabilities, instead of simply assuming their neutrality. This does not exclude, however, the need for specific policies and programmes, or for positive discrimination measures addressed particularly to persons with disabilities.

WHY MAINSTREAM DISABILITY INTO THE WORK OF FOUNDATIONS?

Mainstreaming disability in order to promote the rights of persons with disabilities is a matter of basic social justice. Foundations act for the public good and to build a just, sustainable and pluralistic society. Mainstreaming disability gives them an opportunity to put into practice their values and become role models in respecting, supporting and celebrating human diversity.

HOW TO MAINSTREAM DISABILITY INTO THE WORK OF FOUNDATIONS

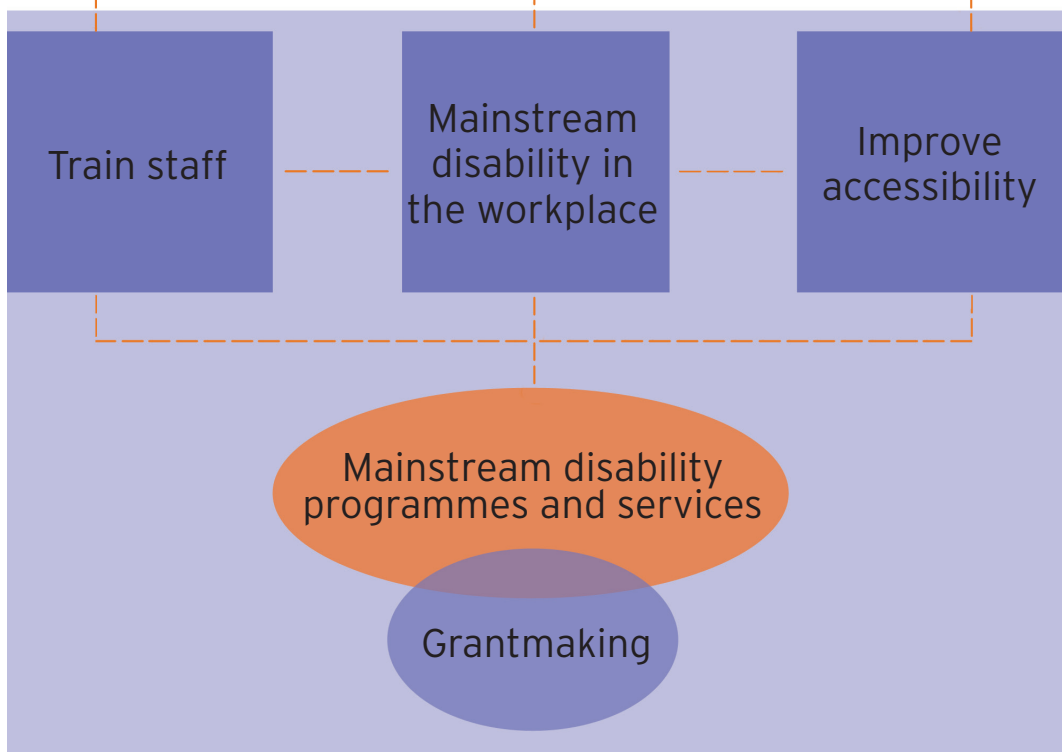
Mainstreaming disability into the work of a foundation can start with just the will of one person, but to ensure the sustainability of the strategy the commitment of the whole organisation is required. The following mainstreaming disability framework may help a foundation to achieve just that.


1 “Has Disability Been Mainstreamed into Development Cooperation?”, Disability KAR Study, July 2005

Raising Awareness



Establishing an Organisational Commitment





To initiate a mainstreaming strategy in a foundation, first think about partnering with local disability organisations, and understanding the initiatives of those already active in this area. They are the experts on disability issues and the ones who can help a foundation to find the best solutions to the challenges ahead:


- Find out who the local disability organisations are and identify those who are available to work with you.
- Be inclusive of all types of disabilities and remember that certain groups (e.g. women, persons with disabilities from minority and other disadvantaged groups) may face multiple discrimination.

Once you have identified the partners with whom you are going to work, develop an assessment of the current situation together:

- Identify the main obstacles that prevent the participation of persons with disability in the foundation.
- Consider the foundation's practices across a variety of dimensions: the built environment, information and communication systems, human resources, grantmaking, and so on.
- Use the assessment to engage in a dialogue with different departments and staff of the foundation and raise awareness about disability across the organisation.

With this assessment in hand the foundation can develop a plan of action. First, it is a good idea to establish a focal point within the foundation to coordinate the implementation of the plan, whether this be a department or an individual. Addressing the accessibility of the foundation itself, three areas have been identified as being particularly important in order to begin promoting change:

- Train the staff at all levels of the foundation on disability as a human rights issue and how to deal with persons with disabilities.
- Make the foundation an accommodating workplace for persons with disabilities. To do so review recruitment practices to ensure that persons with disabilities have equal opportunities, and promote the reasonable accommodation of workers with disabilities.

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- Improve accessibility to the foundation's facilities as well as to information and communication systems, including the foundation's website, brochures and reports. Remember that a more accessible environment will not just benefit persons with disabilities but many others such as families with small children and the growing population of elderly people.

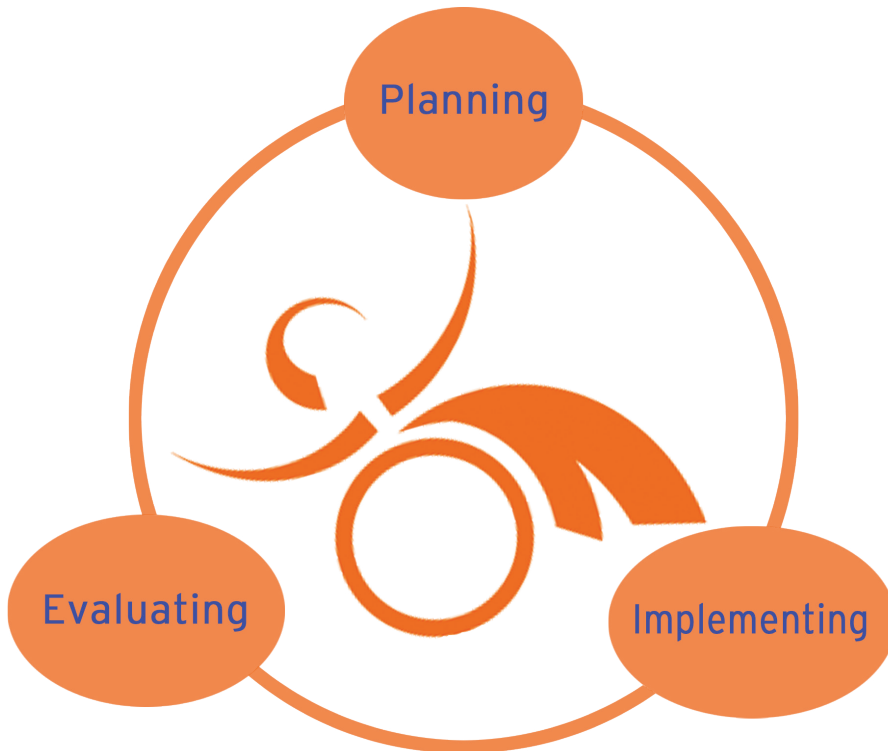
Second, and from an external point of view, foundations develop their activities across a variety of areas: social, economic, educational, scientific, health, cultural, civic, and environmental. Some fulfil their role by supporting third parties, and others by carrying out programmes and services at home and abroad. Whatever their focus and aims, it is important and possible to mainstream disability into the work they do by:

- Developing inclusive, equitable and non-discriminatory programmes and services.
- Advertising these activities and the foundation's commitment to mainstreaming disability to the media, disability organisations, and consistently in all external communications.
- Involving persons with disabilities in the planning, implementation and evaluation of programmes and services.

As grantmaking is an essential activity for many foundations, as in other areas, foundations should also consider the full inclusion of persons with disabilities when shaping their funding programmes and initiatives. In particular ensuring that:

- The application process for funds and grants is fully accessible to persons with a variety of disabilities.
- The application process is developed in close consultation with people with disabilities and their organisations to make sure that the selected criteria are relevant to their rights, requirements and aspirations.
- The organisations and projects supported take into consideration equality and disability-related issues.

THE MAINSTREAMING CYCLE



The most effective way to promote mainstreaming is through planning. Once the initial assessment is complete, the foundation may find it useful to develop a plan of action. The plan of action should:

- Make explicit why mainstreaming disability is important to the foundation, and how it relates to its mission, values, and priorities.
- Identify specific objectives and indicators, activities, timeline and budget.

This formal commitment will ensure the sustainability of disability mainstreaming within the foundation. The implementation of the plan should be monitored and evaluated: this will lead to the reformulation of the plan and the design of new activities.

Paula Campos Pinto
School of Social and Political Sciences
University of Lisbon

HOW THE CONSORTIUM'S FOUNDATIONS MAINSTREAM DISABILITY INTO THEIR ORGANISATIONS



ESSL FOUNDATION
(AUSTRIA)

ABOUT In 2007 benefactors Martin and Gerda Essl and their children decided to donate a substantial portion of their assets to social activities. The Martin and Gerda Essl Social Prize Private Nonprofit Foundation ("Essl Foundation") was established in March 2008.

The purpose, established in the deed of foundation, is to support people in need and to promote public awareness about the necessity to support them and provide the individuals concerned with the appropriate training. The foundation focuses on the following areas: Awarding the Essl Social Prize; the Zero Project Report and Conference; and general philanthropic support.

www.esslsozialpreis.at www.zeroproject.org

EMPOWERING CIVIL SOCIETY

The Essl Foundation has chosen disability as one of its core areas of work, together with social innovation and social entrepreneurship. The UN Convention on the Rights of Persons with Disabilities is at the heart of this work, with the Zero Project - one of the two major projects that the foundation runs itself - aiming for a "world without barriers", which is just another term for mainstreaming disability and removing the impediments to full participation in society for all.

Having an entrepreneurial background, we also see social entrepreneurship and social innovation as being key opportunities for persons with disabilities. Even more, we see the employment of persons with disabilities as being of the utmost importance. The foundation is supporting the employment of persons with disabilities in the open labour market and projects that work in that direction such as Specialisterne or Career Moves. We favour these kinds of projects not only for the value they bring to the persons with disabilities themselves who find a job which is one of the most

important prerequisites for independent living but also because promoting jobs for persons with disabilities helps change societal perceptions: moving from viewing them as those who need support and charity to those who deserve respect as full members of the society.

We are quite confident that our strategy, as well as our daily work, are contributing effectively to mainstreaming disability. Nevertheless, we changed our strategy several times in the last five years and we will continue to do so in the future, always searching for the biggest impact that a small foundation from a small country can have. We are aware that there are millions of people around the world who want to contribute to this important agenda, and our goal is to bring these people together. We think that this is the best way to create value for society.

SUCCESS FACTORS

There is not one critical factor, but one of the most critical ones is definitely the strengthening of civil society - the people - against both government and business. In order to mainstream disability you need governments - on all levels - and you need business, as the big drivers of the economy, of technology, etc. But you cannot expect any of them to change for the better if civil society does not articulate itself and speak out, and if people don't use their democratic rights - and consumer powers - more effectively. There are many means to promote this "democratisation" of society.

VALUES

- SOCIAL ENTREPRENEURSHIP
- SOCIAL INNOVATION
- EMPOWERMENT
- HUMAN RIGHTS
- CAPABILITY APPROACH
- SOCIAL CAPITAL
- BUILDING UP CIVIL SOCIETY
- COOPERATION



Michael Fembek
Director of Programmes
Essl Foundation



FONDATION
DE FRANCE
(FRANCE)

ABOUT Fondation de France was established on the initiative of General De Gaulle and André Malraux to help individuals and companies to carry out philanthropic, cultural, environmental or scientific projects and social activities. The foundation is an umbrella organisation for other foundations and both receives donations and legacies and awards scholarships and prizes.

Fondation de France supports association - or community - based projects, usually operating within small structures. The foundation identifies flexible and appropriate solutions, gives assistance over a number of years, provides funding and disseminates its results in fields such as disabilities. It also works to promote equal access to care for all, to prevent disease or cure it, and to improve the daily lives of sick people or accompany them in dignity to their death.

www.fondationdefrance.fr

CHANGING MINDSETS: WALKING THE TALK

In the fight against isolation, Fondation de France aims to improve social cohesion among the many different components of French society. The purpose is to encourage the living together project and to promote the capacities of everybody, particularly for the most vulnerable segments of the population.

Fondation de France is active in France in all the fields of public interest: in national and international solidarity, health and medical research, culture and environment. Together with specific programmes, most of the general and thematic programmes (employment, childhood, housing, culture, health, sport in rural areas, palliative care, etc.) integrates persons with disabilities.

Our website is accessible and Fondation de France is also active in the support of the employment of persons with disabilities. Fondation de France employs 171 persons and five of them are disabled employees. We also develop training programmes to support access to first professional experiences of young disabled people where a qualitative approach is used to favour equal access. Among these training programmes persons with severe disabilities are included.

In addition, Fondation de France contributes to the development of philanthropy by enabling individuals or companies to create their own fund or foundation under its aegis. More than 700 private funds or foundations are currently under the aegis of Fondation de France. Many of these have been created by seniors, as over time they have grown more aware of the consequences of being dependent and therefore pay more attention to the importance of accessibility.

Thinking about the future, Fondation de France will focus on measures from specific programmes for persons with disabilities that can be transposed to existing programmes; for instance, to develop the accessibility of information (documents in “easy to read, easy to understand” formats for people with intellectual or psychosocial disabilities) or to integrate direct beneficiaries of the different initiatives into the Committees of Experts to select the projects to be supported. This will be an enormous and significant step forward in the foundation's strategy for mainstreaming disability issues across the organisation.

SUCCESS FACTORS

Taking into account disability in every department of the foundation requires time and raising awareness. To succeed, a mindset change of the social representation of disability is needed. Instead of being a specific issue this turns into a general policy of taking into account diversity. Disability is not a specific subject and does not require particular competences. This requires ensuring that everyone working in the foundation is aware of the needs of this population group when designing and implementing individual activities.

VALUES

- FIGHT AGAINST ISOLATION
- LOCAL ACTION
- REBUILD THE SOCIAL LINK
WITHIN THE COMMUNITY
- RESPECT FOR THE DIGNITY OF
INDIVIDUALS



Catherine Agius
Programme and Individual Fund Manager
Fondation de France



FONDAZIONE BANCA DEL MONTE DI LUCCA (ITALY)

ABOUT Established in 1992, Fondazione Banca del Monte di Lucca is essentially a grantmaking foundation. Its mission is to pursue social welfare projects in the areas of education, arts and heritage; to support vulnerable groups; to foster cultural activities and to protect the environment, in order to favour and encourage the creation and development of productive activities and the enhancement of economic resources, particularly in the Province of Lucca.

www.fondazionebmlucca.it

COOPERATING TO AMPLIFY RESULTS

Fondazione Banca del Monte di Lucca has always paid particular attention to disability issues. Lucca is the Italian capital of volunteering and there are many associations engaged in disability fields already active there.

When the foundation became an EFC member, we found it natural to become a member of the Consortium, and for many years we have also been taking part in the EFC's League of Historical and Accessible Cities as we strongly recognise the importance of cooperation for improving the living conditions of persons with disabilities.

By putting our focus on accessibility issues, we hope to help create an inclusive environment for persons with disabilities in Lucca. Accessibility enables people to make independent decisions, and it provides greater opportunity for participation, interaction, education and employment.

The foundation continues to sustain projects relating directly to the city of Lucca itself in cooperation with local authorities and associations. Through this cooperation, we

VALUES

- IMPROVEMENT QUALITY
OF DAILY LIFE
- INCLUSION OF ALL
CITIZENS
- HUMAN RIGHTS
- IMPORTANCE OF LIVING IN
A SUITABLE ENVIRONMENT

are able to get a real sense of the needs and desires of persons with disabilities, which in turn become the challenges on which the foundation's activities focus.

SUCCESS FACTORS

Our foundation strongly believes that the key to succeeding in this field is to improve and promote cooperation among private and public bodies in order to achieve best results, working together and leveraging the available financial resources.



Elizabeth Franchini

Project Coordinator
Fondazione Banca del Monte di Lucca



FUNDAÇÃO
CALOUSTE
GULBENKIAN

FUNDAÇÃO CALOUSTE GULBENKIAN (PORTUGAL)

ABOUT Fundação Calouste Gulbenkian is a Portuguese private institution of public utility, established in 1956 in the will of Calouste Sarkis Gulbenkian, a British citizen born of Armenian origin who is well known for being one of the architects of the oil industry in the Middle East, and a discerning and knowledgeable art collector. The foundation has four statutory aims: arts, charity, education and science and its mission is to support and to promote education, scientific research, artistic training, cultural expression, public health and reaching out with assistance.

From 2009 - 2013 the foundation's work on social affairs has been framed under the Gulbenkian Human Development Program with a reflection-action approach. The mission of this program is to encourage and facilitate the inclusion of the most vulnerable groups of the population and is based on three strategic areas: (I) vulnerable social groups - children and young people at risk, the elderly, migrants and persons with disabilities, (II) urban communities, and, (III) innovation, volunteering and capacity building of non-profit organisations. Activity plans for 2014 - 2018 will use the promotion of the inclusive development of cities as a framework. The main topics include the employment of young people; support of elderly people; promotion of arts as a social inclusion tool and creation of a social investment ecosystem.

www.gulbenkian.pt

BUILDING A CULTURE OF RESPECT

Through the Gulbenkian Human Development Program, created in 2009, the foundation has been promoting the dissemination of the UN Convention on the Rights of Persons with Disabilities by supporting projects and studies with the goal of assessing the level of implementation of the Convention in Portugal and across Europe. We have also supported other innovative pilot projects such as: training parents and health carers for early intervention in children with disabilities; the creation of networks of parents of children with disabilities that train other parents to help them deal with their children's problems and opportunities; support for "design for all" initiatives; and, the support of an action that raises money from sponsors to buy essential technical aids to improve the quality of life of disabled people.

VALUES

- STIMULATE SOCIAL INCLUSION
- MAINSTREAM DISABILITIES
- HUMAN RIGHTS

“Integration through the Arts” has also been one of the programme’s priorities with interesting results in showing high quality artistic performances about the integration of vulnerable groups in the community. A recent call for projects (PARTIS “Práticas Artísticas para Inclusão Social”) has been launched under this priority, with a view to promoting dialogue between different groups of citizens - in terms of social, age, cultural, among others - as well as equal opportunities and social and territorial cohesion.

Encouraging respect for human rights is one of the main themes underlying our mission and activities. This is upheld by consistently promoting a culture of respect for equal rights and full integration of society’s most vulnerable individuals and groups.

SUCCESS FACTORS

Mainstreaming disability in large organisations implies achieving a culture shift that often implicates adaptations and changes that are necessarily long-term processes. The critical factor for succeeding is a constant effort to bring about awareness and to provide more information about the issue, as well as promoting the functioning of networks of joint work between people and organisations with a focus on disability.



Luísa Valle

Director Human Development Program
Fundação Calouste Gulbenkian



Fundación ONCE

FUNDACIÓN ONCE (SPAIN)

ABOUT Fundación ONCE (for the Cooperation and Social Inclusion of Persons with Disabilities) was constituted by the Spanish National Organisation for the Blind (ONCE) in 1988. The main source of the organisation's funding is from a national lottery scheme, which allows for an annual investment of about 80 million euro on programmes and activities for persons with disabilities and their families.

The principal objective of Fundación ONCE is to improve the quality of life of persons with disabilities and their families, particularly by implementing integration programmes of work-related training and employment for persons with disabilities, and universal accessibility, promoting the creation of universally accessible environments, products and services.

www.fundaciononce.es

HOLDING COMMITMENT AND PASSION AT THE CENTRE OF ALL ACTIVITIES

2013 is a special year. We celebrated the 75th anniversary of our founding institution, the Spanish National Organization for the Blind (ONCE), which recently received the Prince of Asturias Award for Concord 2013 for its achievements and direction. We are also celebrating the 25th anniversary of the birth of Fundación ONCE for Cooperation and the Social Inclusion of the Disabled, created by agreement of the General Council of ONCE as an instrument for cooperation and solidarity of the Spanish blind towards other groups of people with disabilities in order to improve their living conditions. Besides ONCE itself, the Spanish Committee of Representatives of Persons with Disabilities (CERMI) and the main disability organisations in Spain are present on the Board of Trustees of Fundación ONCE.

From the beginning, employment has been the first of our priority areas of action. Our belief has been that employment is a key factor for social inclusion of people with disabilities. At Fundación ONCE we work to reach this goal in different ways: by creating direct job positions through the activity of CEOSA and Fundosa Group's companies; sharing inclusive business models created by ONCE and its foundation; financially supporting third-parties' projects; and, by mediating in the ordinary labour market through FSC Inserta Association activity, in the framework of the Operational

Programme Fight Against Discrimination, co-financed by the European Social Fund. In addition, through initiatives such as the Foro Inserta Responsable or the Foro de Contratación Pública Socialmente Responsable and partnerships with a wide range of companies we promote entrepreneurship and social innovation in the field of disability.

A second core area of our activity is job training for people with disabilities, which is justified on the premise that only with adequate levels of professional qualifications can we move towards the effective inclusion and participation of people with disabilities in the labour market. The implementation of these activities is carried out through FSC Inserta Association and FSC Disability Association - a training that: adapts to the needs and demands of the job market; provides the required knowledge and the social and personal skills for an adequate performance on the job; and, offers training that is accessible, meaning that it is adequate to the specific needs of every person with disabilities that participates in these training actions. Of particular relevance in this regard are our efforts in universities and academic contexts, which we have been carrying out for years.

The aforementioned accessibility - which we consider indispensable in order to achieve equal opportunities for people with disabilities and for their personal autonomy - is the third core area on which the Foundation focuses its activities. We carry out advisory work and training in design for all and universal accessibility, both physical and technological. We are dedicated to developing products that support people with disabilities and we also encourage and promote research, development and innovation in these fields through specialised companies such as Vía Libre or Technosite, to name a few. Furthermore, we aim our work at developing activities related to inclusive leisure, culture and sport. More than half of the annual budget of the foundation is dedicated to the Training and Employment Plan. Today Fundación ONCE is the main socioeconomic and employment operator in the disability sector in Spain.

Another important area is the one dedicated to the continued advocacy and awareness activity that Fundación ONCE has been developing for years in collaboration with ONCE itself. Through campaigns whose aim has been, and will continue to be, eliminating mental barriers that act as a brake to the normalisation and full integration of people with disabilities in all areas of society. Coupled with this, the foundation also works to promote legislation fostering the necessary conditions to ensure respect for the rights of persons with disabilities and the equality of opportunities. Furthermore, the promotion of studies that help to understand the reality and needs

VALUES

- STIMULATE SOCIAL INCLUSION
- MAINSTREAM DISABILITIES
- RESPECT FOR HUMAN RIGHTS

of the disability sector, such as the recent study “Assessing the impact of European governments’ austerity plans on the rights of people with disabilities” commissioned in the framework of the Consortium.

From our establishment, collaboration with public administrations, legal practitioners, social agents, more experienced organisations, employers, organisations of the disability social movement and society in general has proven to be essential in carrying out our social work. In this sense, the foundation continues to strengthen its policy of alliances and active participation in national and international platforms representing people with disabilities and their families, the third sector and the social economy, as well as with key economic and social stakeholders (particularly our efforts to include the disability dimension in the business world).

In the framework of the Operational Programme “Fight Against Discrimination 2007 - 2013”, co-financed by the European Social Fund, Fundación ONCE leads three transnational cooperation networks on key issues, which enhance its role at the EU level: the European Network for Corporate Social Responsibility and Disability (CSR+D); the European Network on Inclusive Education and Disability (Includ-ed); and INNET 16, a European Inclusion Network, working as an observatory for monitoring, assessment, information and analysis aimed at creating a more inclusive Europe for disabled people through the use of EU Structural Funds.

SUCCESS FACTORS

Our deep commitment to people with disabilities and their families is what inspires the work of those who are part of Fundación ONCE. This commitment is, quite likely, what has allowed us to achieve the results that little by little we are finally reaping. Effort and unity are also values that drive us every day. The context proposed by the UN Convention on the Rights of Persons with Disabilities, which entered into force five years ago, is the horizon we aspire to reach.



Beatriz Rabadán López

Project Officer Department of Social Relations and Strategic Plans
Fundación ONCE

SABANCI FOUNDATION (TURKEY)

ABOUT The Hacı Ömer Sabancı Vakfı (known as Sabancı Foundation) is a private foundation established by the Sabancı family, owners of one of Turkey's largest holding companies, Sabancı Holding.

Sabancı Foundation's mission is to support high-impact initiatives which promote social development and create lasting change in people's lives. The foundation works toward this mission by building and supporting institutions, providing scholarships and awards for education, and supporting arts and culture events.


The foundation aims to enable social inclusion by promoting an equitable environment in which women, young people and persons with disabilities have access and equal opportunities to actively participate in society. The foundation does this through grantmaking, joint partnership programmes, seminars and other programme activities.

www.sabancivakfi.org

INCLUDING DISABILITY THROUGHOUT: MAINSTREAMING FROM A - Z

Since its establishment, in other words, for almost 40 years - the Sabancı Foundation has been carrying out and/or supporting many projects and initiatives in order to improve the conditions of persons with disabilities in order to ensure that they participate in society on an equal basis with others. In terms of disabilities, we not only work through targeted initiatives such as establishing special institutions, giving scholarships and awards or supporting civil society projects specifically designed for persons with disabilities, but also through mainstreaming efforts in the other activities of the foundation.

In terms of targeted initiatives, one of the first steps for the foundation was the establishment of entities providing education, rehabilitation, vocational training, sports and cultural services for persons with disabilities. This included, for example, Metin Sabancı Schools which serve children with cerebral palsy, multiple disabilities and various learning disabilities; Türkan Sabancı Primary and Vocational School for the Blind; Dilek Sabancı Park designed for children



with disabilities; Dilek Sabancı Vocational Rehabilitation and Business Center for the Disabled; Özdemir Sabancı Hydrotherapy Pool, etc. We also provide scholarships for students with visual, hearing or orthopaedic impairments who succeed in the national university entrance exam. In the field of sports, the foundation carries out the “Sakıp Sabancı Sports Awards.”

Apart from these targeted initiatives, the Sabancı Foundation has also been particularly engaged in mainstreaming disability in all of its activities and work. One of the most important initiatives in this respect has been the establishment of the Social Development Grant Program in 2008, with an aim to support civil society organisations promoting the rights of persons with disabilities, women and youth. The programme can be both described as a mainstreamed and a targeted initiative. It is an example of mainstreaming in the sense that persons with disabilities are included in a wider grant programme. However, it can also be considered as a targeted initiative, since disability has been determined as one of the main focus areas of the programme, which supports several civil society projects directly targeting persons with disabilities.

These projects use different levels of intervention. Some of them deliver specific services to persons with disabilities in various areas such as education, health or employment. Others establish partnerships between different stakeholders working on disability to address common problems or support organisational capacity development. Besides, considering that sustainable change requires interventions at policy level, the programme also supports advocacy projects targeting decision-makers.

Within the Social Development Grant Program we have the following projects: Prevention of Discrimination against Persons with Disabilities Platform, Down Café, the Advisory Council of Patients and a youth-led project named YouthBank, that provided micro-grants for several social responsibility projects implemented in various areas of Turkey. This has included disability-related projects such as the production of short films about the rights of persons with disabilities.

Another example of disability mainstreaming within our foundation is the Turkey’s Changemakers Program which was launched in 2009 with the aim of promoting social development and mobilising active citizenship by inspiring and encouraging others. So far, 100 Changemakers have been selected by the Program’s Advisory Board and videos were prepared for each unique story. Among these Changemakers, there are many individuals and organisations

which undertook successful initiatives in disability-related areas, such as a dentist who developed mobile health services for people with mental disabilities; a professional sailor who initiated a project to empower children with visual and hearing impairments through sailing; or, an expedition group which organised tours in Istanbul to identify obstacles for persons with disabilities and worked to remove them.

Regarding accessibility, the premises of the Sabancı Foundation

are located in Sabancı Center, consisting of two skyscrapers entirely designed according to the relevant accessibility requirements for the disabled. Any event that the foundation organises outside the Center is preceded by a comprehensive accessibility check. In most of the events, speakers and/or moderators are accompanied by sign language interpreters and the foundation's staff is provided with business cards written in Braille.

In the future, in order to improve the strategy for mainstreaming disability, we aim to provide more training opportunities for its staff on disability issues (different approaches in the field, rights of persons with disabilities, relevant national and international legislation, etc.), including sign language courses. Another step that the foundation will undertake in the short-term will be to improve the accessibility of its website. In addition to these measures, the foundation currently works on the development of a tailor-made monitoring and evaluation scheme, in order to measure and improve the efficiency of each project supported under its Social Development Grant Program, including the ones targeting persons with disabilities.

VALUES

- INCLUSIVE INITIATIVES BASED ON DISABILITY MAINSTREAMING
 - "UNIVERSAL DESIGN"
 - RIGHTS-BASED APPROACH
- PREVENTION OF DISCRIMINATION
- REASONABLE ACCOMMODATION
 - SUPPORTING "DOUBLY-DISADVANTAGED"
- "NOTHING ABOUT US WITHOUT US"

SUCCESS FACTORS

One of the most critical factors for success in the area of disability is the availability of regular and well-structured monitoring and evaluation mechanisms, to be able to assess and improve the projects and programmes implemented in the field. Another very important factor is following the global trends in the area and trying to adopt the best practices, so that the replication of similar models in the country can be promoted.

Besides, success also depends on the existence of a strong management commitment within the organisation. Foundations need strategies that define their general direction and priorities, and their activities should be designed on the basis of this strategy. The initiatives of the foundation should not be limited to one-off activities, but constitute a part of a more comprehensive framework, to which the management is fully committed.



Kivanc Ergu
Program Officer
Sabancı Foundation

ABOUT The Atlantic Philanthropies consists of The Atlantic Foundation and The Atlantic Trust, several smaller philanthropies based variously in Bermuda, the UK, Ireland, and the United States; and regional service companies that select and evaluate potential grant recipients, oversee grants once awarded, and manage the endowment.

The Atlantic Philanthropies concentrates its grant investments in four programme fields: ageing; disadvantaged children and youth; health of populations in developing countries; and reconciliation and human rights. It seeks to bring about improvement in the lives of children and youth with disabilities, focusing on prevention and early intervention as the most effective way to increase the efficiency of resource allocation.


www.atlanticphilanthropies.org

PAVING THE WAY: ENSURING STRONG LEADERSHIP ON DISABILITY ISSUES

The key approach to mainstreaming disability in a foundation is through an active grants programme with a specific focus on improving access to justice and transforming support and services for people with disabilities. This includes supporting credible and independent research to inform evidence-based policy; the development and evaluation of innovative approaches to more person-centred service and funding models; the development of leadership and advocacy capacity; and, supporting the understanding and implementation of the UN Convention on the Rights of Persons with Disabilities.

This all happens outside of the foundation through the provision of grants to organisations focusing on these issues. As a foundation which does not have an operational arm or dimension (capacity to undertake research and advocate in its own name), efforts to mainstream disability are undertaken by those who are funded through grants provided by the foundation, rather than the foundation itself.

In terms of efforts to mainstream disability internally, apart from the obvious things like ensuring that the website and buildings are accessible, individual programme



staff are encouraged to challenge staff from other programmes to consider if and how the needs of people with disabilities are considered in the work of the grantees which they are considering supporting or working with.

A different way of approaching this is a more proactive approach by programme staff focusing on disability and sharing successes and innovative approaches that are proving effective with staff from other programmes and how these might be used to address challenges they are facing. In this way connections can be made based on the common issues different groups in society face, thereby helping to move away from a focus on different identities to common issues. A robust evaluation approach and support of grantees to document and tell their story is invaluable in facilitating these connections and making others aware of not only what is possible but how it may relate to the specific issues they are dealing with.

VALUES

- RESPECT, DIGNITY, PARTICIPATION, INDEPENDENCE, TRANSPARENCY AND ACCOUNTABILITY
- HUMAN RIGHTS FRAMEWORK AND APPROACH
- SUSTAINABLE

Other methods of mainstreaming at our foundation have included the development of joint grants across different programme areas such as ageing and disability to address issues such as dementia, or youth and disability in areas such as access to education and employment, autism and mental health.

We have very clear and set programme areas with agreed upon and different objectives for each country in which they operate. We are also a spend-down foundation close to the end, with very limited opportunities remaining to mainstream disability within the work of the foundation in the time remaining. The strategy therefore is to showcase what is being achieved through the work being supported in the disability area and how this might be of relevance to other programme areas and in other countries. The challenge is that we do not know if (how) what we are doing, achieving and learning in the specific area of disability, might be relevant in other programme areas, locations or situations. We are so focused on our own programme areas that we have little if any time to get into the detail of other programmes. And I would doubt this is any different in other foundations.

One possible way of overcoming this is to make information available in an easily accessible formats on issues that are known to be common across different programme areas, for example: alternative models of providing respite care; use of technology to support independent living; or, addressing issues of physical access for those with

mobility challenges which may be parents with babies in push chairs, older people with walking aids, or people in wheelchairs. The strategy is therefore to find common challenges being experienced by different sections of society and share innovative approaches to these being developed by the “Disability Sector” and in this way establish the connections. The converse is to determine what solutions are being developed by other programmes and how these might be applied to disability. But the strategy is essentially to focus on what is common in terms of challenges and issues across programmes and facilitate the cross-pollination of solutions.

SUCCESS FACTORS

It is critical that you are able to articulate what the outcome is that you are seeking to achieve and while challenging, it is also realistic. You have to have a clear, well thought out and researched approach and plan to achieve your objectives which reflects the resources at your disposal. You also need a robust process of evaluation and strategic learning to determine what progress is being made and what needs to change. You therefore need to be prepared to listen to constructive criticism, work in partnership with others and engage with those with whom you do not necessarily agree but whom you need to influence.



All of this requires strong leadership, both at the staff and board level, working together and clear of their respective roles. In the context of mainstreaming disability within the work of foundations, the critical factor is being able to clearly articulate why disability is of relevance to the work of the foundation. Foundations are fiercely independent institutions which do not tend to respond well to outside interference in their affairs and decisions. It is only by being able to demonstrate the benefits of including a disability lens to their work that foundations will begin to engage with the issue. Suggesting to foundations that they should add disability as an extra dimension to their work will, if suggested, result in abject failure.

Brian Kearney-Grieve

Programme Executive, Reconciliation and Human Rights
The Atlantic Philanthropies



CONCLUSIONS

As noted in the introduction to this guide, this publication should be considered as a starting point for foundations wishing to mainstream disability issues across their activities. We hope it may be useful for those foundations that may have already commenced with such activities but not named them specifically as such, or for those foundations who are just beginning to think these issues through. As foundations working for social change and in challenging economic times we all know the paradox too well: as the needs of those most marginalised in society become more acute, the resources available to address issues of inequality become scarcer. It is therefore vital that disability issues become integrated in the ways foundations approach their work, to ensure that such matters are not a nice after thought, but rather the starting point when shaping programmes and interventions.

And to do so the involvement of the whole organisation is crucial, as well as building bridges between the public and private sectors and foundations. All actors have to work together to raise awareness about the need to respect the rights of persons with disabilities and their families. It is only then that innovative solutions for the current and future challenges can be found.

We, as the members of the European Consortium of Foundations on Human Rights and Disability, are optimistically calling upon our foundation colleagues from across Europe to continue this conversation at the sectoral level and in individual foundations; to come up with inclusive practices, and to showcase to your national and international peers what can be achieved by foundations that choose to mainstream disability issues across their activities.

Luísa Valle

Director Human Development Program
Fundação Calouste Gulbenkian



ABOUT THE CONSORTIUM

The EFC's European Consortium of Foundations on Human Rights and Disability is the hub for EFC activity on issues relating to human rights and disability.

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